

CONFIDENTIAL
Unsealed @
the 10/2/07
meeting.

Sullivan County NH

Type of meeting: Board of Commissioners, Special Meeting
Executive Session – Per RSA 91-A:3.II.c Personnel
Date/Time: Monday, June 11, 2007, 5:14 PM
Place: Newport – Remington Woodhull County Complex
14 Main Street, Commissioners' Conference Room.

Attendees: Commissioners Ethel Jarvis – *Chair*, Bennie Nelson – *Vice Chair* (arrived later) and Jeffrey Barrette – *Clerk*; Ed Gil de Rubio – *County Manager*; Sharon Johnson-Callum (minute taker).

NON AGENDA ITEM

5:14 A motion was made, by Commissioner Barrette, to go into Executive Session [Per RSA 91-A:3.II.c.] for a personnel issue. Commissioner Ben Nelson seconded the motion. There was no discussion. A roll call vote was made. The motion carried, unanimously.


Mr. Gil de Rubio noted the Director of Nursing, Heidi Smith, is resigning; the Admissions Coordinator, Brenda Temple, resigned last Thursday; and of late, a Unit Manager resigned. At the request of the Commissioners for reasons for the resignations, Mr. Gil de Rubio noted Ms. Smith indicated it's like "hitting your head against the wall on the same issues", including union situations, and she's feeling burned out – "it's a difficult situation". Commissioner Barrette spoke of comments and impressions received from employees they spoke to when they toured the Sullivan County Health Care facility after the Pancake Breakfast. Mr. Gil de Rubio spoke regarding a sign a Union representative posted at the time clocks. Commissioner Barrette expressed concerns regarding a spreadsheet received reflecting invoices from Genesis for Administration, some of which he feels is duplicated. Commissioner Barrette noted they questioned employees about the Unit Secretary position, asking questions about their duties and feelings if the position was eliminated. Commissioner Barrette noted they feel the information Mr. Gil de Rubio provided was inaccurate and eliminating the position would put more pressure on the nursing staff. Mr. Gil de Rubio noted the decision to eliminate the position was a consensus of the Administrator, Director of Nursing, to name a few. He noted, currently four positions exist, when two would be sufficient, and briefly discussed the performance of the four in those positions. The group discussed alternatives. One of the Commissioners offered a proposal to change the position so that it includes both secretarial and LNA duties. Mr. Gil de Rubio will bring their proposal to Union negotiations. The Board would like to use money from the Administration Contract line, towards direct care for the residents. Mr. Gil de Rubio discussed Earned Time changes, such as not paying for days after an employee has used up a specified pre-designated block of days, and not accruing while out, that could decrease Call Outs. Commissioner Barrette requested "Town Hall" meetings with employees to "let them know we are here and that there is a chain of command".

Mr. Gil de Rubio will contact Ray Thivierge to discuss their request to remove funds from the budget and the transitioning period of removing Genesis as the Administrator of the Sullivan County Health Care facility.

Commissioner Barrette noted he was notified about a press release on CCTV regarding the Sullivan County Health Care; and, he expressed concern the Board did not receive a "heads up" on the project before it was aired. He and Commissioner Nelson noted they want to be more involved in press releases and requested all to be copied to the Board. Commissioner Barrette confirmed he would be taking on more of a role in the MRF project.

6:11 A motion was made, by Commissioner Nelson, to come out of executive session. Commissioner Nelson seconded the motion. A voice vote was taken. The motion carried, unanimously.

Respectfully submitted,



*Jeffrey Barrette, Clerk
Board of Commissioners*

JB/s.j-c.

Date signed: 7/3/07